

## Disadvantaged Business Enterprise Certification Personal Narrative

A Personal Narrative (PN) must describe how the owner of a business seeking Disadvantaged Business Enterprise (DBE) certification has been socially and economically disadvantaged. The certifiers may not make considerations of disadvantage based in whole or in part on race or sex.

Social and economic disadvantage may be based on any of the following factors:

Economic Hardship

Systemic Barriers

Denied Opportunities

Obstacles to obtaining financing

You may have experienced these disadvantages at any point in your education, employment, or business.

Examples may include but are not limited to: denial of access to institutions of higher education or vocational training; exclusion from social and professional associations; denial of educational honors rightfully earned; being discouraged from pursuing certain educational opportunities or degrees; disparity in hiring, promotions, professional advancement, or pay; retaliatory or discriminatory behavior by employers; barriers in obtaining credit or obtaining property; or treatment by potential customers.

To fulfill the PN requirement of 49 CFR §26.67, please describe below all applicable social and economic disadvantages you have experienced. Include as much detail as possible such as when and where this happened, what occurred, and who was involved (to the extent you are comfortable sharing). Your description must include how you have been disadvantaged relative to similarly situated individuals who did not face the same barriers or disadvantages.

Your PN will be evaluated by DBE Program employees within the Montana Department of Transportation Civil Rights Bureau.

This PN form is also used for Airport Concession Disadvantaged Business Enterprise (ACDBE) certification. If you are certifying as an ACDBE, please check this box:

Majority Owner's Name

Business Name

**Pursuant to 28 USC § 1746:**

I DECLARE UNDER PENALTY OF PERJURY THAT THE FOLLOWING IS TRUE AND CORRECT. EXECUTED ON

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Majority Owner's Signature

Personal Narrative (attach additional pages as needed):